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A Study on Job Satisfaction of Employees in Neptune Automation, Erode

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ABSTRACT: Job-satisfaction is related to productivity, turnover and absenteeism. Where there is satisfaction, there is commitment to the organization and will decrease turnover rate. Highly satisfied employees have better mental and physical health and learn job related tasks more quickly. Job satisfaction is the feeling an employee gets when the job he does fulfills all his expectations. The objective of the study is to analyze the Employees job satisfaction in Neptune Automation, Erode. The sample of the study is 100. Descriptive research design and convenience sampling method is used. Questionnaire is used as a primary data. Likert five point scale questionnaire design is applied. Percentage analysis, chi-square analysis and correlation statistical tools have been applied. It is found that the respondents are satisfied towards supervisors considers ideas in decision making and they are highly satisfied towards rest and lunch room. It suggests that employees must be provided reasonable work load. Excess work load dissatisfy the employees and which would not create retention of employees. It concluded that employees were satisfied on majority of the factors such as work environment and nature of work, relationship with supervisors and colleagues, welfare facilities, pay and promotion, and communication and motivation. The analysis thus throws light on various factors. Suitable suggestions are provided to further improvement in employees job satisfaction at various level.

KEYWORDS: Job satisfaction, Work environment, Welfare facilities, Nature of work

I. INTRODUCTION

An individual's general attitude towards their job is reflected in their level of job satisfaction. One important factor influencing an employee's organisational citizenship behaviour (OCB) is job happiness. Contented workers are more inclined to recommend the company to others, go above and beyond what is expected of them at work, and speak well about it. According to Peter Drucker, "The Sources Capable of Enlargement can only be Human Resources" in the context of management practice. It is possible to make worse use of or use other resources. They are never able to produce more than the whole of their inputs, though. Out of all the resources at hand, more can develop and expand on its own. Therefore, it is impossible to overstate the value of the human element in any business. The general attitude a worker has towards his work is referred to as "job satisfaction." Job satisfaction refers to a positive or sanguine affective state induced by an assessment of one's professional labour or work-related encounters.

One's attitude towards one's employment is referred to as job satisfaction. It cannot be seen; it can only be deduced. It is frequently decided by how well results match or surpass expectations. Increased dedication to meeting formal standards is a sign of job satisfaction. The willingness to devote more time and personal energy to work success is higher. There is a correlation between people's mental health and job satisfaction. The root of many unsolved personal issues and adjustments is the individual's incapacity to derive fulfilment from their work. For people to adjust psychologically and lead happy lives, job satisfaction is crucial. Job satisfaction is a sentimental or positive condition induced by an assessment of one's work or experience. Employee opinion of how well their employment provides those items determines their level of job satisfaction. Happiness in the workplace is impacted by many variables, such as advancement opportunities, supervision, colleagues, the working environment, and the nature of the work.

Statement of the problem

A primary responsibility of Human Resources (HR) departments is to guarantee that workers are adequately content with their positions. Research has generally indicated that companies or employees that are happy with their jobs are considered to be more productive. Conversely, employees who are not happy in their positions are assumed to be less productive and more likely to be absent from work and leave early. Thus, in order to rule out any irrelevant variables, HR departments must assess employee job satisfaction and look at the relationships between these three variables (turnover, productivity, and absenteeism). A medium-sized financial firm hires Human Resources Consulting, Inc. to carry out a study covering these subjects. The survey measures employee happiness and job satisfaction and is given to all workers. Human resources will have the capability to ascertain the proportion of contented employees, as well as the

proportion of contented employees regarding compensation, benefits, professional development, and relationships with supervisors, by utilising the overall job satisfaction feedback.

Objective of the study

Primary objective

- To Study on Job Satisfaction of Employees In Neptune Automation, Erode

Secondary objective

- To identify the factors which determine the job satisfaction
- To study the job satisfaction with work environment and nature of work in the industry.
- To assess the job satisfaction of employees in relationship with supervisors and colleagues.
- To identify and study the employees satisfaction level in welfare facilities.
- To analyses the satisfaction level of the employee with communication.
- To give the suitable suggestion to satisfy the employees

II. REVIEW OF LITERATURE

Wasaf Inaya (2021), The present study was designed to examine the relationship between employee performance and employment satisfaction in private sector organisations located in Peshawar, Pakistan. A sample of eighty employees (N = 180) was selected from private organisations in Peshawar for this particular purpose. Sixty employees were selected at random to represent three distinct organisational types: universities, hospitals, and institutions. In order to ascertain the applicability of the scales, the reliability statistics were initially calculated for both instruments. The findings of the research suggest that a robust correlation exists between occupational classification and levels of job satisfaction. An analogous relationship was found to exist between job satisfaction and employee performance. As a result, the research study deduces that contented personnel achieved superior performance levels compared to dissatisfied personnel, thus significantly contributing to the advancement of their respective organisations. In light of the volatile political and economic environment in Peshawar, it is critical that organisations employ a diverse range of approaches and methods to motivate and gratify their staff, thereby fostering a culture of exceptional performance.

AHadi Arifin (2022) At the Lhokseumawe Public Health Centre, this study looks at the mediating role that work satisfaction has over organisational culture and organisational commitment to employee performance. The SEM-AMOS programme was used to analyse the data of 130 respondents, which served as the study's sample. The results of the data analysis provide further clarity regarding the relationships between employee performance and job satisfaction, as well as the positive and significant influence of job satisfaction on employee performance. Additionally, the analysis reveals that job satisfaction positively and significantly affects employee performance. The relationship between organisational commitment and culture and worker performance is entirely mediated by job satisfaction. The mediation effect is more influential than the direct influence. Leadership should ensure that employees regularly participate in training and education, boost employee confidence in the organisation, increase employee supervision, establish distinct work groups, accurately divide tasks, plan for promotions, improve work-life balance, establish a team orientation pattern, and support worker aggression, according to the findings of this study.

Qi Yang (2023), The authors of this study conducted a comprehensive literature review, synthesis, and reflection on previous research pertaining to the determinants of job satisfaction among university instructors from 2010 to 2021. The results of this systematic literature review indicate that the factors influencing university instructors' job satisfaction can be classified into three primary domains: the institution of the university, the instructors individually, and the students. Consequently, the authors have conducted a methodical synthesis and examination of ten domains that exert an impact on educational institutions, categorising six variables as instructors' own factors and two as students' factors. Several aspects of teachers' job satisfaction remain unexplored, according to this review of the literature. Consequently, we anticipate that this methodical examination will empower us to further elaborate and surpass these variables in subsequent periods. Furthermore, it will furnish valuable principles for the formulation of school policies, teacher support initiatives, and student assessment procedures, all with the ultimate aim of more efficiently and comprehensively enhancing the job satisfaction of educators.



Data analysis and interpretation

	Categories	Frequency	Percentage
Age of the respondents	Below 30	20	20.0
	31 - 40 years	54	54.0
	41 - 50 years	17	17.0
	Above 50 years	9	9.0
Gender of the respondents	Male	66	66.0
	Female	34	34.0
Educational qualification of the respondents	SSLC	28	28.0
	HSC	14	14.0
	UG	32	32.0
	PG	12	12.0
	Diploma & others	14	14.0
Experience of the respondents	Below 5 years	30	30.0
	6 years - 10 years	35	35.0
	11 years - 15 years	23	23.0
	Above 16 years	12	12.0
Income of the respondents	Below Rs.10,000	20	20.0
	Rs.10,001 - Rs.20,000	47	47.0
	Rs.20,001 - Rs.30,000	25	25.0
	Above Rs.30,000	8	8.0

The above table shows that the majority (54.0%) of the respondents are in the group of 31 - 40 years, the majority (66.0%) of the respondents are male, the majority (32.0%) of the respondents have completed UG, the majority (35.0%) of the respondents are 6 years - 10 years and the majority (47.0%) of the respondents are Rs.10,001 - Rs.20,000.

Relationship with supervisors and colleague

	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Relationship with supervisor	23(23.0%)	40(40.0%)	11 (11.0%)	11(11.0%)	15(15.0%)
Supervisors are not partial	12(12.0%)	14(14.0%)	36(36.0%)	20(20.0%)	18(18.0%)
Supervisors considers ideas in decision making	11(11.0%)	47(47.0%)	16(16.0%)	2(2.0%)	24(24.0%)
Satisfaction in support from co-workers	61(61.0%)	19(19.0%)	5(5.0%)	7(7.0%)	8(8.0%)

The above table shows that the majority (40.0%) of the respondents are satisfied in relationship with supervisor, the majority (36.0%) of the respondents are neutral in supervisors are not partial, the majority (47.0%) of the respondents are satisfied in supervisors considers ideas in decision making and the majority (61.0%) of the respondents are highly satisfied in satisfaction in support from co-workers as their relationship with supervisors and colleague.



Communication and motivation

	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Boss motivation in achieve organizational goals	13(13.0%)	16(16.0%)	49(49.0%)	15(15.0%)	7(7.0%)
Good communication in organization	18(18.0%)	48(48.0%)	16(16.0%)	13(13.0%)	5(5.0%)

The above table shows that the majority (49.0%) of the respondents are neutral in boss motivation in achieve organizational goals and the majority (48.0%) of the respondents are satisfied in good communication in organization as their communication and motivation.

Chi-square analysis- Relationship between educational qualification of the respondents and relationship with supervisors and colleagues

Hypothesis testing

Null hypothesis (Ho):

There is no significant relationship between the educational qualification of the respondents and relationship with supervisors and colleagues.

Alternative hypothesis (H1):

There is some significant relationship between the educational qualification of the respondents and relationship with supervisors and colleagues.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	261.259 ^a	48	.000
Likelihood Ratio	204.601	48	.000
Linear-by-Linear Association	18.477	1	.000
N of Valid Cases	100		

a. 60 cells (92.3%) have expected count less than 5. The minimum expected count is .12.

INTERPRETATION

As per the above table, it is inferred that the P value is 0.000; it is significant to 5% (0.05) significant level. The minimum expected count is 0.12. Thus alternative hypothesis is accepted and it is finding that there is significant difference between the educational qualification of the respondents and relationship with supervisors and colleagues.

Correlation analysis- Relationship between the gender of the respondents and the level of satisfaction towards communication and motivation in the company

Hypothesis testing

Null hypothesis (Ho):

There is no significant relationship between the gender of the respondents and the level of satisfaction towards communication and motivation in the company.

Alternative hypothesis (H1):

There is some significant relationship between the gender of the respondents and the level of satisfaction towards communication and motivation in the company.



Correlations			
		GENDER OF THE RESPONDENTS	COMMUNICATION AND MOTIVATION IN THE COMPANY
GENDER OF THE RESPONDENTS	Pearson Correlation	1	-.105
	Sig. (2-tailed)		.299
	N	100	100
COMMUNICATION AND MOTIVATION IN THE COMPANY	Pearson Correlation	-.105	1
	Sig. (2-tailed)	.299	
	N	100	100

INTERPRETATION:

The above table depicts the relationship between the gender of the respondents and the level of satisfaction towards communication and motivation in the company. These two variables have some degree of correlation i.e. -0.105. So there is a negative relationship between these two variables.

SUGGESTIONS

- Convenient working hours must be framed in order to protect female employees
- Company must create happy and peaceful work place and environment in order to satisfy them. This may lead to reduction in absenteeism
- Proper lighting and other necessity arrangements must be created since it is a basic one to all companies
- Staff members are entitled to a reasonable workload. Employees are dissatisfied with an excessive workload, which does not contribute to employee retention.
- Safety measures must be provided properly where it is needed and instructed them to handle properly
- Supervisors must be unbiased with male and female employees
- There must be proper communication between superiors and subordinates.

III. CONCLUSION

Human resources are a vital component of any business. Without this, the organisation cannot accomplish its objectives. If the business is one that manufactures goods, it must ensure that those goods meet the high standards expected by customers. For human resources to be competitive and of high quality, they must be efficient. Assuring employees that their requirements are identified and fulfilled is an imperative responsibility of management. An employee study defines employment fulfilment as the subjective evaluation of an individual's overall work experience. The analysis and findings indicate that the employees of the organisation are content with their positions. This illustrates the substantial influence of job satisfaction on an organization's productive efficiency, as well as the enhancement of effectiveness via heightened employee engagement with immediate superiors. The study on employee job satisfaction found that the majority of elements of employees' jobs were satisfactory. These elements included the work environment and the nature of the work, the relationships between supervisors and coworkers, welfare facilities, compensation and advancement opportunities, communication, and motivation. Consequently, the analysis sheds light on an extensive array of factors. Appropriate recommendations are offered to accommodate the enhancement of employee job satisfaction across multiple levels.

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